



North Metropolitan Health Service
Job Description Form

HSS REGISTERED

Clinical Nurse Consultant – Residential Care Line

Nurses and Midwives Agreement: RN SRN 4

Position Numbers: 005695, 007951, 007954

Residential Care Line / Specialty and Ambulatory Services Division

Sir Charles Gairdner Osborne Park Health Care Group / North Metropolitan Health Service

Reporting Relationships

Nurse Co-Director, Medical Division
 RN SRN Level 10
 Position Number: 007326



Nurse Practitioner, Residential Care Line
 RN SRN 7
 Position Number: 007313



This Position



Also reporting to this supervisor:

- Clinical Nurse Consultant , Residential Care Line

Directly reporting to this position:

Title	Classification	FTE
Clinical Nurse RCL	RN Level 2	5.2

Other positions under control

- None

Prime Function / Key Responsibilities

This position is a specialist aged care role and is responsible for providing effective clinical leadership and expertise as part of a broad metropolitan-wide nursing outreach service. The position holder influences the practice of nursing in RCL Outreach Service, both within and external to the NMHS, in line with organisational goals. Areas of accountability will include the provision of leadership, standard setting and monitoring, policy development and change management.

Brief Summary of Duties

1. Provides management and clinical leadership to nursing, medical and allied health care professionals and relevant stakeholder in the areas of specialty both within and external to the hospital/health service.
2. Ability to work autonomously across different health sectors and health service sites for the purpose of delivering a broad metropolitan-wide nursing outreach service.
3. Provides advanced, complex problem solving related to human and material resource management both within and external to the hospital/health service.
4. Analyses the research to determine management best practice; initiates, implements and evaluates best practice activities that support the delivery of appropriate clinical care and management in area of specialty both within and external to the hospital/health service.
5. Provides expert consultancy service for a broad range of customers and health professionals.
6. Maintains excellence in interpersonal skills and use of leadership to guide appropriate patient/client care and/or service delivery.
7. Promotes and facilitates a multi-disciplinary team approach to decision making.
8. Develops innovative techniques for complex problem solving for relevant function and specialty both within and external to the hospital/health service.
9. Develops, implements and promotes evidence based standards and policies that are compliant with relevant professional, industrial and legislative requirements, which influence patient/client care both internal and external to the hospital/health service.
10. Provides leadership in the coordination and implementation of quality improvement activities.
11. Manages and revises staffing profiles according to analysis of clinical needs and available resources.
12. Manages the allocated/available budget and achieving national targets for the area of responsibility with an the ABF/ABM environment reporting against agreed KPIs working in partnership the Head of Specialty.
13. Manages and coordinates the recruitment, selection and orientation of staff.
14. Develops and implements business plans and strategies in partnership with Head of Specialty to facilitate effective utilisation of allocated human, financial and physical resources consistent with clinical unit, division and corporate priorities.
15. Provides a public relations function for the area including where relevant investigation and report preparation for ministerials, enquiries and consumer complaints.
16. Uses effective change management strategies to improve practice both within and external to the hospital/health service.
17. Responsible for ensuring that professional and practice concerns are communicate in timely manner to the SRN responsible for their area of specialty and/or Deputy Nurse Co Director.
18. Through strategic planning, monitors the internal and external environment and influences to ensure that nursing services and other services under the area of responsibility are able to meet the changing needs of the health care industry.
19. Provides advanced care to patients within the Scope of Nursing Practice Decision Making Framework.
20. Understands responsibility of delegation to registered, enrolled nurses and non-credential staff in management of patient care.
21. Acts as a clinical resource and problem solver for internal & external staff.
22. Promotes and participates in team building and decision making.
23. Subscribes to own personal/professional development and facilitates personal/professional development of others.
24. Involved in relevant department and organisational contract management meetings
25. Active participant on working parties invited to by the Department of Health.

26. NMHS Governance, Safety and Quality Requirements

- 26.1** Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 26.2** Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 26.3** Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
- 26.4** Completes mandatory training (including safety and quality training) as relevant to role.
- 26.5** Performs duties in accordance with Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 26.6** Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

27. Undertakes other duties as directed.

Work Related Requirements

Essential Selection Criteria

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Current C or C.A. class drivers licence.
3. Leadership experience in relevant specialty related to the position.
4. Ability to work autonomously out of usual ward environment.
5. Advanced interpersonal and communication (written and verbal) skills and ability to work within a collegiate team environment.
6. Advanced clinical leadership, mentoring, coaching and problem solving skills.
7. Expert knowledge and application of human resource principles.
8. Expert knowledge and application of quality improvement, research and best practice principles.
9. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

Desirable Selection Criteria

1. Possession of or be working towards a certificate or qualification relevant to the position.
2. Financial management skills, including business case development, budget preparation and management.
3. Computer literacy.

Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- Evidence of a current C or CA Class Driver's licence must be provided prior to commencement.
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Health Assessment.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Manager/Supervisor

Name:
Signature/HE:
Date:

Dept./Division Head

Name:
Signature:
Date:

Position Occupant

Name:
Signature:
Date:

Organisational Environment

Our Vision	Exceptional care from dedicated people
Our Motto	We put patients first
Our Values	Care, Respect, Innovation, Teamwork & Integrity

Conduct and Behaviour

The WA Health Code of Conduct (**Code**) identifies our CORE values, fundamental in all of our work, and translates these values into principles that guide our conduct in the workplace. It defines the standards of ethical and professional conduct and outlines the behaviours expected of all WA Health staff.

The intent of the Code is to promote a positive workplace culture by providing a framework to promote ethical day-to-day conduct and decision making. It does not and cannot cover every situation that may arise in the workplace.

WA Health CORE values are underpinned by the Western Australian Public Sector Code of Ethics which refers to the principles of personal integrity, relationships with others and accountability. WA Health CORE values are; Collaboration, Openness, Respect and Empowerment.

Professional Practice Model for Nursing

The SCGH Professional Practice Model for Nursing is a conceptual framework that supports nurses in their practice. The model defines the practice of nursing at SCGH, and the actions, interactions and partnerships necessary to achieve high quality patient care. Our model emphasises the importance of nursing leadership, best practice, innovation and professional growth, to achieving safe, quality outcomes for patients, staff and the community.



